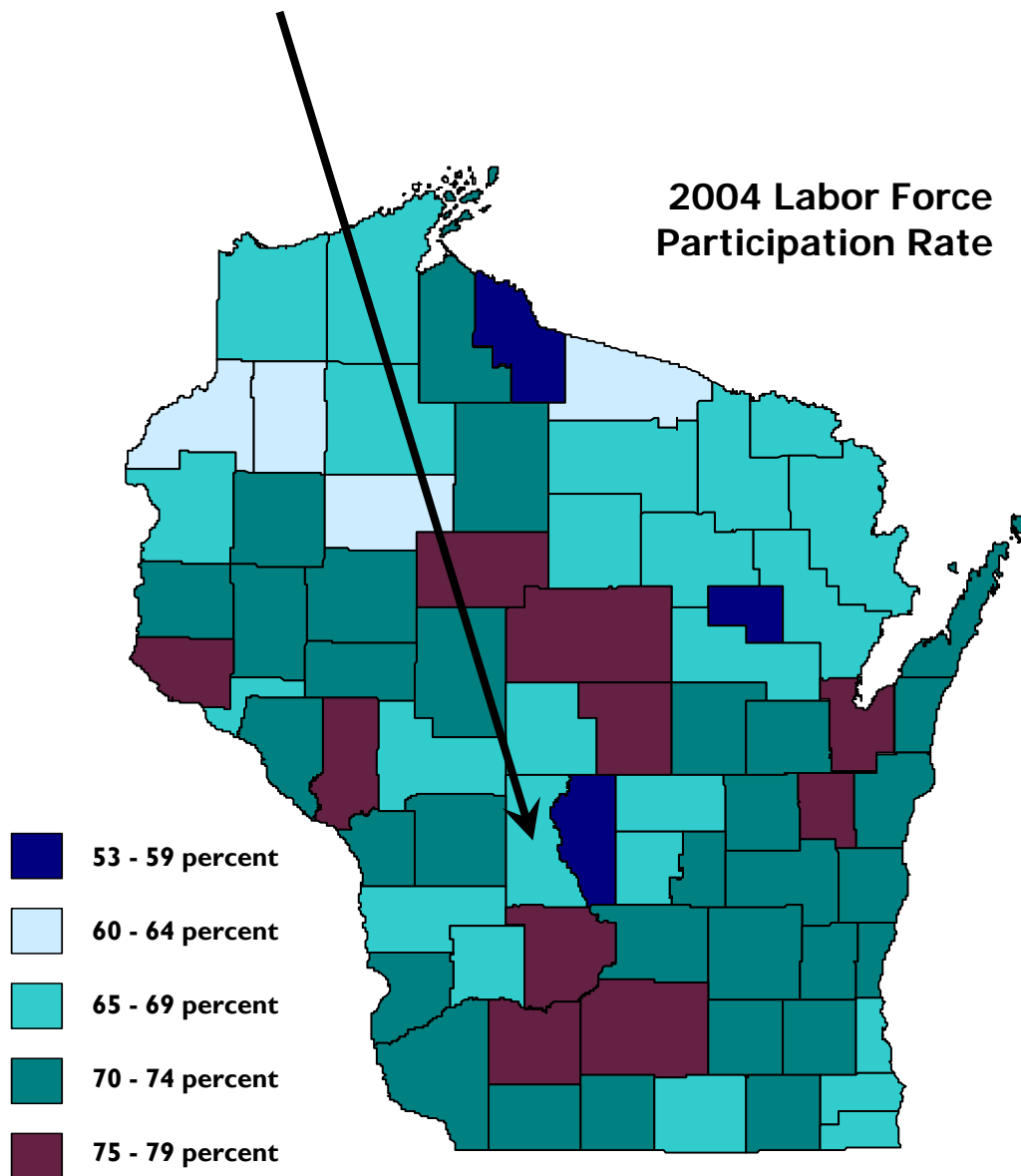


Juneau County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Bill Brockmiller
Office of Economic Advisor
402 8th St.
La Crosse, WI 53601
608.242.4885
William.Brockmiller@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10621-P

County Population and Labor Force

The population in Juneau County increased 9.6 percent from April 2000 through January 1, 2005. Juneau's 9.6 percent growth rate was the seventh fastest growth rate among Wisconsin's 72 counties during this period. The additional 2,340 residents came almost entirely from individuals moving into the county, as there were only nine more births in the county than deaths during this time period.

This increase in Juneau County's population is quite robust. During the same time period the national population grew by 4.9 percent and the statewide population grew by four percent. The population growth rate in Juneau County was more than double Wisconsin's growth rate and almost double the national growth rate. Juneau County had the second highest net migration growth rate in Wisconsin, and the third highest overall growth rate among Wisconsin's 72 counties.

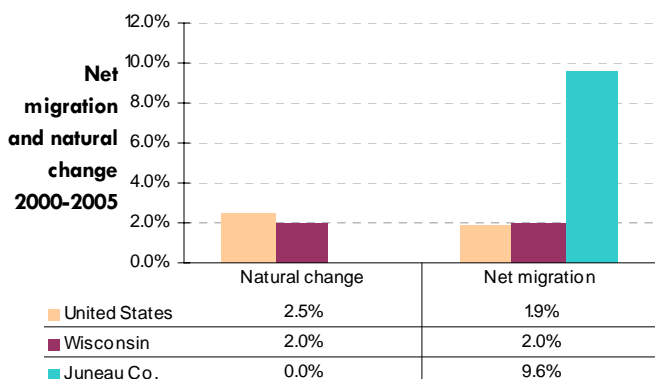
Juneau County is experiencing an aging residential population. In 1980, the median age of a Juneau County resident was 31.5 years, in 1990 it was 34.5, and by the year 2000 the median age of a Juneau County resident had climbed to 39.4 years old. In 2000, Juneau County's median age was 19th highest in Wisconsin. Several pieces of anecdotal and inferential evidence, including the location of the county's population growth, the share of those 60 years and over, and a participation rate lower than in the state, indicate that much of the immigration into Juneau County are retired individuals.

Note that the inmates detained at the prison facility in New

Five largest municipalities in Juneau County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Juneau County	24,316	26,656	2,340	9.6%
Mauston, City	3,740	4,164	424	11.3%
New Lisbon, City	1,436	2,466	1,030	71.7%
Necedah, Town	2,156	2,367	211	9.8%
Lemonweir, Town	1,763	1,803	40	2.3%
Elroy, City	1,578	1,551	-27	-1.7%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



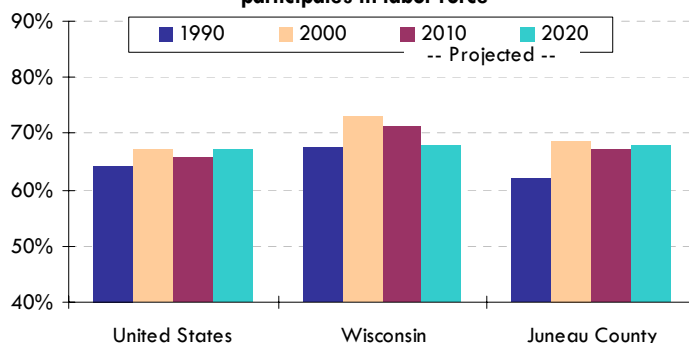
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Juneau County
Total population in 2000	281,424,602	5,363,715	24,316
Population est. Jan. 1, 2005	295,160,302	5,580,757	26,656
Change	13,735,700	217,042	2,340
% change	4.9%	4.0%	9.6%
2005 Labor force population*	224,837,000	4,339,938	19,937
Share of total population	76.2%	78%	74.8%
Labor force	147,125,000	3,071,179	13,176
Labor force participation rate	65.4%	70.8%	66.1%
2005 Population 16 yrs. & over	228,621,674	4,417,313	21,432
16-24 yrs old	37,489,370	743,764	3,470
Share of population 16+ yrs	16.4%	16.8%	16.2%
25-59 yrs old	142,248,896	2,708,865	12,210
Share of population 16+ yrs	62.2%	61.3%	57.0%
60 yrs and older	48,883,408	964,684	5,751
Share of population 16+ yrs	21.4%	21.8%	26.8%
Projected population: 2020	335,804,546	6,110,878	29,449
Population 16 yrs. & over	264,085,104	4,869,573	24,510
16-24 yrs old	37,918,865	681,586	2,568
Share of population 16+ yrs	14.4%	14.0%	10.5%
25-59 yrs old	150,678,402	2,756,884	13,417
Share of population 16+ yrs	57.1%	56.6%	54.7%
60 yrs and older	75,487,837	1,431,103	8,525
Share of population 16+ yrs	28.6%	29.4%	34.8%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

Lisbon are counted in the general population figure of 26,656 but are not counted in unemployment, labor force, or work force numbers. According to the Wisconsin Department of Corrections, as of January 7, 2005 there were 950 inmates housed at the New Lisbon facility.

Revised Labor Force

All labor force estimates for 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census. As a result, the revisions for 2000 to 2004 were significant, as evidenced by the substantial increase in the number of people in the labor force and the number of people employed starting with the year 2000. This change also substantially reduced unemployment rate estimates to points lower than those in previously published unemployment rates for the county. However, unemployment rates in Juneau County are still above corresponding state and national rates.

Looking beyond the break in the series the most significant change in the Juneau County labor force data occurred in the early 1990s when the number of people employed crossed the 10,000 person mark and remained above 10,000 ever since (except for 1999). From 1992 to 1994 the employed total increased by more than 600 workers.

Juneau County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	10,537	9,811	726	6.9%
1991	10,730	9,929	801	7.5%
1992	10,779	9,925	854	7.9%
1993	11,074	10,288	786	7.1%
1994	11,360	10,585	775	6.8%
1995	11,027	10,326	701	6.4%
1996	11,341	10,570	771	6.8%
1997	11,294	10,468	826	7.3%
1998	10,969	10,256	713	6.5%
1999	10,689	9,980	709	6.6%
2000	12,838	12,213	625	4.9%
2001	13,199	12,371	828	6.3%
2002	13,099	12,162	937	7.2%
2003	13,207	12,254	953	7.2%
2004	13,176	12,342	834	6.3%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this analysis to this point has been on quantitative changes in Buffalo County's population and labor force. At this point we move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality of a region's skilled workforce is through an analysis of the

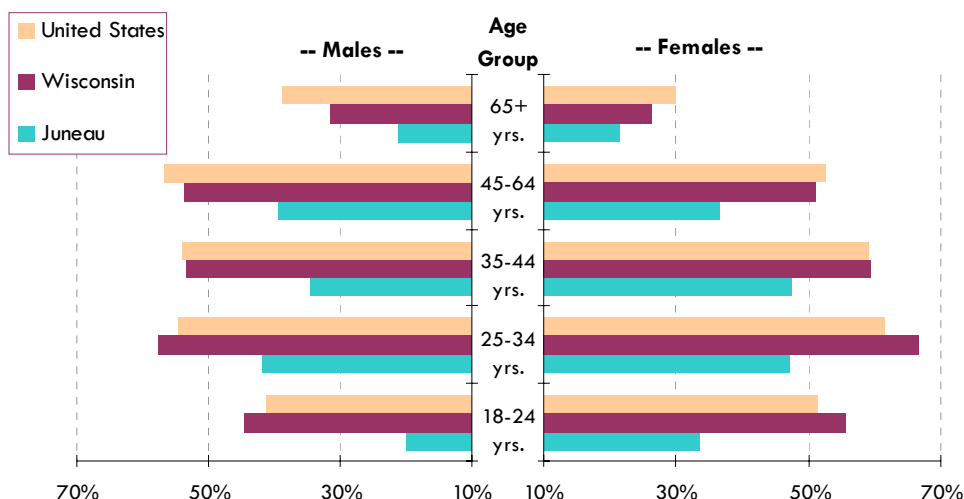
level of education attainment among the population. An example of this analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages on the level of post-secondary education (measured as attendance at either a technical or community college and/or four year college or university or completion of a degree) in all age groups. In particular, Juneau County has the lowest percentage of bachelor's degrees (or higher) out of Wisconsin's 72 counties.

These facts may be a result of employment opportunities in the county. About 25 percent of the jobs in the county are in the manufacturing industry. Traditionally, most of these jobs did not require post-secondary education.

The percentage of females in the county with post-secondary education exceed males in the youngest three age groups, likely do to job growth in health care and education, two industries with female-dominated professional and technical occupations.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

The average wage in 2004 for all workers in Juneau County, \$28,377, increased 5.2 percent from the 2003 average of \$26,982. The statewide average wage rose four percent in 2004 to \$34,749. While Juneau's annual wage increase exceeded the statewide rate, the wages paid in Juneau in 2004 were still only 81 percent of the statewide average.

Juneau County's annual average wages are higher than the statewide average in just two industry sectors, natural resources and other services. Neither of these two sectors have a substantial employment presence in Juneau County.

The annual wages that an industry pays can depend upon many factors such as its geographic location, seasonal activity, presence of workers under collective bargaining agreements, and more. But the most crucial overall wage component is an industry's occupational composition. Some industries employ higher than average shares of skilled/educated workers typically commanding salaries that are on the higher end of the scale. Other industries employ proportionately more entry-level, part-time or seasonal workers. Leisure and hospitality employment represents approximately nine percent of Juneau County's employment, yet it pays a disproportionately low three percent of the county's

Average Annual Wage by Industry Division in 2004

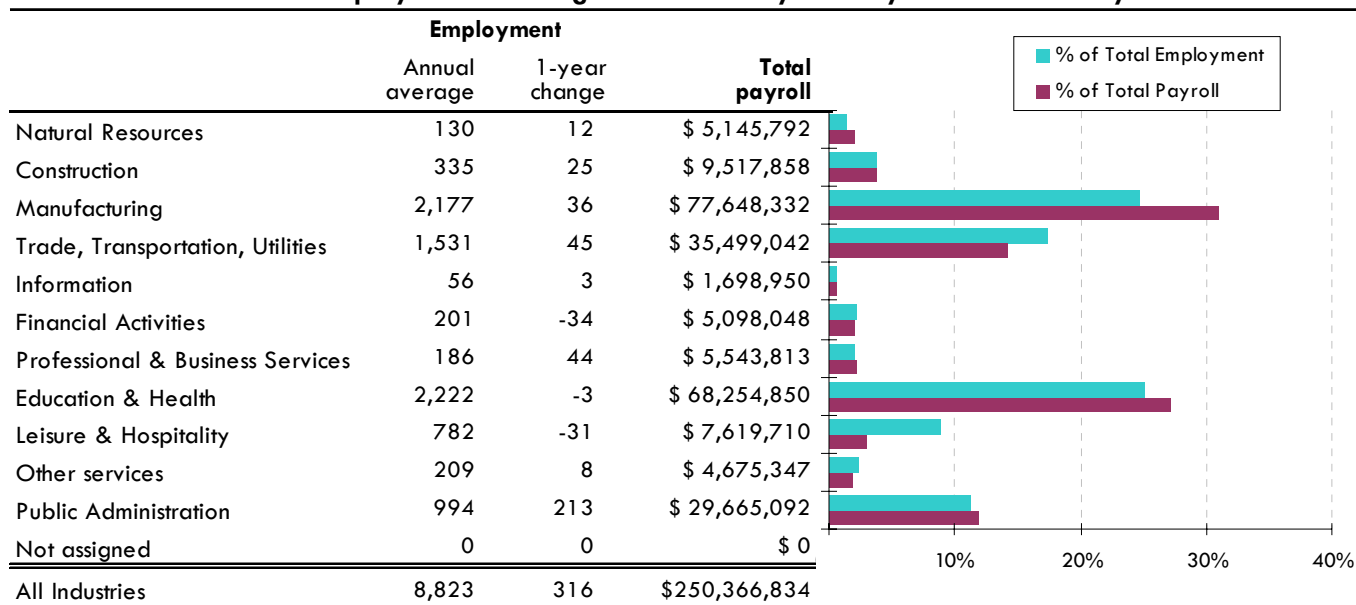
	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Juneau County	Wisconsin	% change
All Industries	\$ 34,749	\$ 28,377	81.7%	5.2%
Natural resources	\$ 27,399	\$ 39,583	144.5%	37.0%
Construction	\$ 41,258	\$ 28,412	68.9%	0.5%
Manufacturing	\$ 44,145	\$ 35,668	80.8%	0.4%
Trade, Transportation, Utilities	\$ 30,088	\$ 23,187	77.1%	2.5%
Information	\$ 41,759	\$ 30,338	72.7%	-6.5%
Financial activities	\$ 45,103	\$ 25,363	56.2%	3.8%
Professional & Business Services	\$ 39,580	\$ 29,805	75.3%	23.7%
Education & Health	\$ 36,408	\$ 30,718	84.4%	6.7%
Leisure & Hospitality	\$ 12,295	\$ 9,744	79.3%	3.3%
Other services	\$ 20,207	\$ 22,370	110.7%	1.3%
Public Administration	\$ 36,347	\$ 29,844	82.1%	12.9%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

total annual wages; evidence of its seasonal and part-time occupational employment characteristics.

The bottom graph emphasizes that despite recent difficulties in manufacturing industries, the sector is still a significant part of Juneau County's economy. As of 2004, manufacturing jobs comprise 24.7 percent of all jobs in the county, a close second to the education and health services category, which comprises 25.2 percent of the total jobs in the county. In addition, manufacturing employers account for 31 percent of the total payroll in Juneau County, the highest share of any industry grouping in the county.

2004 employment and wage distribution by industry in Juneau County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Juneau County

Establishment	Product or Service	Size (Dec. 2004)
Hess Memorial Hospital Inc	Gen. medical & surgical hospitals	500-999 employees
Walker Stainless Equipment Co Inc	Plate work mfg.	250-499 employees
Department of Health & Family	Psychiatric & substance abuse hospitals	250-499 employees
County of Juneau	Executive & legislative offices, combined	250-499 employees
School Dist of Mauston	Elementary & secondary schools	250-499 employees
Department of Corrections	Correctional institutions	250-499 employees
Brunner Drilling & Mfg Co Inc	Bolt, nut, screw, rivet, & washer mfg.	100-249 employees
US Department of Defense	National security	100-249 employees
Parker Hannifin Corp	Fluid power valve & hose fitting mfg.	100-249 employees
Freudenberg - Nok Genl Ptr &	Gasket, packing, & sealing device mfg.	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Juneau County

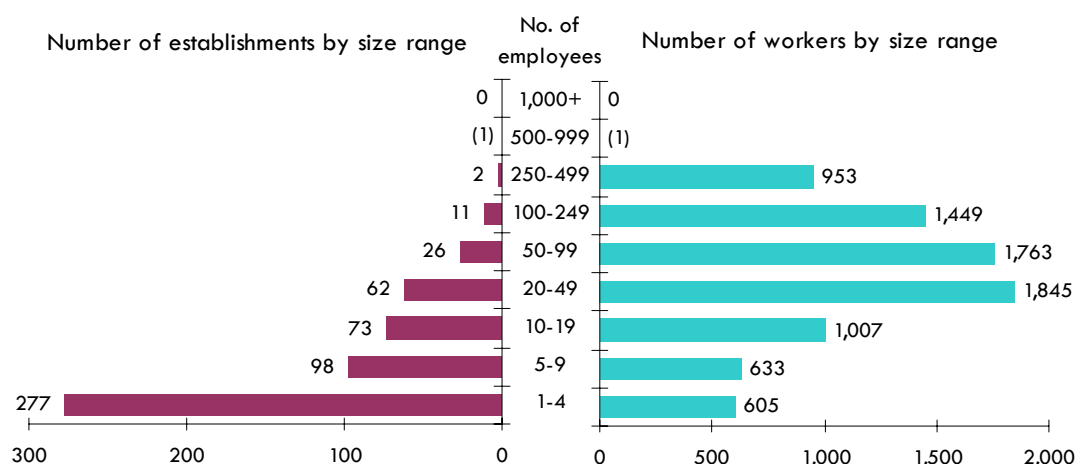
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Hospitals	*	*	not avail.	not avail.
Fabricated metal product manufacturing	13	951	31	-263
Educational services	8	786	13	8
Food services and drinking places	50	533	3	-3
Executive, legislative, & gen government	29	393	54	117
Justice, public order, & safety activity	5	357	227	not avail.
Gasoline stations	13	355	-13	9
Ambulatory health care services	18	294	18	43
National security & international affair	*	*	not avail.	not avail.
Truck transportation	25	252	19	69

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Juneau County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Examination of a county's labor market from the demand (employer) side of view is essential to gauge the type of workforce employers are seeking. The tables to the left outline the top employment by industry and the top employers by name and establishment size. The graph on the bottom left indicates the number of establishments by size and the number of workers employed by employers within the given size ranges.

It is common for services-providing industries to be the sectors showing the largest and fastest employment growth in both one-and five-year periods. Some goods-producing sectors, especially manufacturing industries, still show a large presence in terms of total employment, but they may show a loss of employment over these timeframes as well. It is also common that many counties traditionally heavy in goods-producing employment now have services-providers, particularly those in health and education services, as their larger employers and industry sectors. In Juneau County nine of the ten top industries and six of the top ten employers are service producing endeavors.

Per Capita Personal Income

Per capita personal income (PCPI) is total income divided by the total number of residents. Per capita income can influence the type of services and housing available within a county.

Juneau County's PCPI in 2003 of \$22,382 ranked 65th among Wisconsin's 72 counties, falling a few places from the 2002 ranking of 58th. Juneau's 2003 PCPI is lower than in the state or nation and is just 72 percent of the state PCPI and 71 percent of the national average. Juneau County's PCPI growth rate of 12.7 percent in the last five years has been slow and lags both state and national growth rates.

Per capita income can be influenced by a county's number of wage earners, the types of occupations available, larger families with young children, average age of the residents, and the county's labor force participation rate. The composition of the county's income - how it is earned or acquired - can dictate how dynamic it is and how it changes over time.

A high portion (22.7 percent) of Juneau County's total income comes via transfer payments, including Social Security, Medicare, W2, unemployment compensation, and other direct government payments to individuals. Transfer payments tend to be more static in their amount as compared to wages. State-wide, only 14 percent of total income comes from transfer payments.

Looking at 1992 to 2003, Juneau County's PCPI has been lower than the state and nation amount every year. However, for the time period of 1992-1995 the growth rate was higher in Juneau County than in the state or nation. In 1996, that growth rate fell

below state and national growth rates and Juneau PCPI has grown slower every since. In fact from 2001 to 2002 the actual PCPI declined in Juneau County. The manufacturing employment downturn in the early years of the new millennium was instrumental in slowing down income growth in Juneau.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005